

ABOVE & BEYOND



Dear Chief Lopez:

North Carolina Central University and the Durham community are fortunate to have the Durham Police Department and personnel such as Forensics Technician T. Lipskotch...whose diligent search to find physical evidence resulted in the collection of a fingerprint from the interior of one of the vehicles...As a result a hit was made in the Automated Fingerprint Identification System that supports the University Police in obtaining several arrest warrants and clearing numerous cases.

(February 1, 2008)

By providing assistance in this way Records Manager Jeanne Fort and Crime Analysis Supervisor Jason Schiess went beyond what is normally expected of them. Their expertise and proficiency in this area made everyone's job a lot easier and will likely result in this case ending in a way that will be good for the community.

(March 12, 2008)

I would like to take a moment to commend one of your staff members, Lukas Strout, Victim Advocate in Victim/Witness Services...He has been an instrumental leader in our work to support and advocate for survivors of violence and trauma on a national scale.

(April 25, 2008)



Executive Command Staff (l to r) Bureau Chief Jesse Burwell (Administrative Services); Deputy Chief B. J. Council (Operations); Assistant Chief Jim Bjurstrom (North Operations); Chief Jose Lopez; Asst. Chief Steve Mihaich (Special Operations); Deputy Chief Ron Hodge (Operations Support); Asst. Chief Lee Russ (South Operations).

We visited Durham for the funeral of a family member... and were so very impressed with the police escorts... three on motorcycles with red and blue lights flashing. They were spectacular, so respectful for their job...When they got off their motorcycles, took off their hats and put their hands across their heart that brought tears to my eyes. You just don't see that kind of respect much anymore. I had never seen anything like that...They did a fine job getting us there safely.

(February 24, 2008)



Investigators W. T. Coghill, A.J. Simmons, Inv. F. L. Freeman, R. J. Guardino Jr., V. M. Figueroa, Cpl. P.R. Vickers and Sgt. J. M. Morris recognized the extreme nature in both series of crimes and combined their resources to stop them. I have no doubt that many more future robberies, shootings and homicides were prevented because of these detectives' focus and collaboration.

(February 28, 2008)

I would like to thank one of your most valuable officers, Inv. R. Wilson...who has done an outstanding job providing the Sheriff's Department with information concerning pawn activity while investigating the break-ins occurring inside the county as well as felony larcenies. We would not be able to give the citizens of Durham County the attention they deserve, and to their cases, if it wasn't for the cooperation of your agency and officers like Inv. Wilson.

(February 25, 2008)

Letters continued on back cover.

ABOVE & BEYOND



Throughout 2008 letters of commendation from citizens, community leaders and law enforcement partners expressed a common sentiment about the service provided by the City of Durham Police Department (DPD) – Above and Beyond. Summary excerpts from a few of the thank you letters, emails and special commendations sent to my office in 2008 are featured in this report to heighten your awareness of, and appreciation for, the breadth, depth and scope of the public safety services provided by our workforce of more than 600 officers and civilians. Among the acknowledgements are outstanding stories of professionalism, dedication, benevolence, courage and compassion demonstrated by employees throughout 2008.

You are aware that extraordinary political and economic events defined 2008 as an unprecedented year on many fronts. The ongoing war in Iraq, soaring gas prices, struggling financial markets and rising unemployment affected every community and household across the nation, and government at every level.

As an agency, the Durham Police Department met each challenge with initiative and resourcefulness. In this annual report publication you'll read about key initiatives, organizational changes, new technology and facilities, as well as employee and departmental awards. Fiscal 2007-2008 budget information is included as well as charts that illustrate crime trends in 2008 and recent years.



Chief Jose L. Lopez, Sr. and Mrs. Rebecca Lopez

Just as notes of thanks are appreciated by employees for a job well done, the Durham Police Department sincerely appreciates the support citizens, corporate partners and community agencies demonstrate throughout the year. Whether participating in Partners Against Crime (PAC) or Neighborhood Watch, making an in-kind or financial contribution supporting special DPD events or programs, calling Durham CrimeStoppers, mentoring an at-risk youth or feeding the hungry, you provide invaluable assistance to us.

With your continued interest and participation, the Durham Police Department is determined to provide the best law enforcement and crime prevention services possible. Collectively our optimistic outlook surpasses any challenge as we remain vigilant and committed to go above and beyond the call of duty.

A handwritten signature of Jose L. Lopez, Sr. in black ink.

Jose L. Lopez, Sr.
Chief of Police

ABOVE & BEYOND:

Durham's police academy is among the most rigorous in the state requiring recruits to successfully complete 920 hours of law enforcement training. That's more than 300 hours beyond the State requirement of 618 hours.

NEW DIRECTIONS

In 2008, a major reorganization of the Durham Police Department (DPD) was implemented to enhance efficiency and effectiveness.

A second Deputy Chief position was added to achieve greater accountability. The department was divided into an Operations Command and an Operations Support Command with deputy chiefs in charge of each command. Northside and Southside operations were also established. Northside Operations includes Districts 1, 2 and 5 and Southside Operations includes Districts 3 and 4. By creating these operations divisions, the department is able to maintain beat and district integrity while allowing for increased accountability and more flexible sharing and use of personnel and equipment.



Basic Law Enforcement Training (BLET) Academy #29 began training in August 2008 and graduated in February 2009.

An expanded downtown bicycle unit hit the streets in 2008. This citizen-friendly unit (16 officers and three supervisors) has been highly visible and able to quickly and easily navigate

through downtown.

Asset forfeiture funds were used to pay for equipment and uniforms for the unit, which has provided flexible and enhanced coverage of events at nights, during the day and on weekends. Property crime dropped significantly in the Central District/downtown area, which is partially due to

the increased presence and visibility of the officers in the area.

The HEAT is On

No matter the season or the weather, many days in 2008 were uncomfortably hot for law breakers arrested during **HEAT** operations. Durham Police Department's newly formed **High Enforcement Abatement Team** squads were highly effective in conducting law enforcement and suppression activities during the year.

HEAT squads were formed in 2008 to better serve communities and neighborhoods in the four largest police districts by reallocating

2008 Staffing Levels (as of Dec. 31, 2008)

| Sworn | Non-Sworn |
|-----------------------|------------------------|
| 512 Officer Positions | 119 Civilian Positions |
| 478 Filled (93%) | 104 Filled (87%) |
| 34 Vacant (7%) | 15 Vacant (13%) |

Fiscal Year 08-09 Budget

\$43,323,657 (General Fund)

Total FY Budget of \$44,971,911 includes variable and one-time revenue like grants and asset forfeiture funds.

resources and unit expertise at the district level. The decentralized problem-solving squads were created to target problem areas, persons and crime trends. Reassigned from the former Gang, Public Housing and Park Patrol units, HEAT officers are strategically used by district commanders to handle crime “hot spots” as well as quality of life issues. In addition, the reassignment of officers to HEAT squads resulted in more supervisors in each district and thus greater visibility and accountability in each district.

In 2008, HEAT operations helped to stem criminal activity by targeting street-level drug sales, criminal gang activity, illegal alcohol sales and prostitution, and even focused on delinquent child support payments. HEAT initiatives and activities aimed to make public housing communities, retail centers and even the world wide web more safe. HEAT officers also identified neighborhood blight issues such as graffiti, abandoned houses and vehicles, and parking violations. HEAT teams conducted various

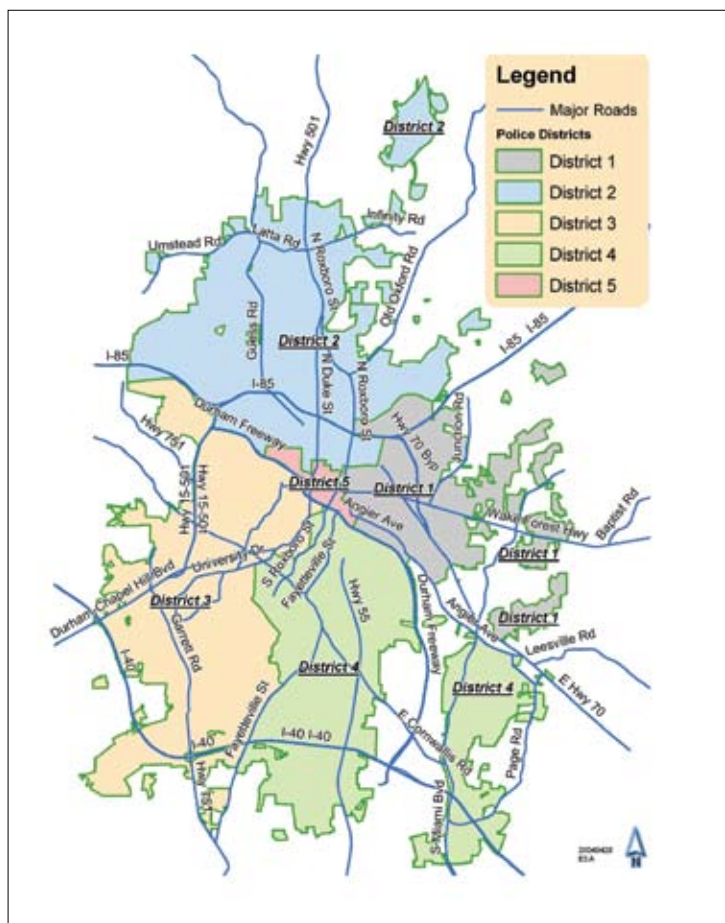
operations in 2008. For example:

Operation Dead Beat Daddy, involving HEAT 1, HEAT 3 and Uniform Patrol, yielded 40 arrests on \$282,348.85 in back child support monies. DPD worked with the Durham County Sheriff’s Department Child Support Enforcement Division to serve warrants over a two-day period. During the operation, officers also confiscated heroin, cocaine and marijuana resulting in various misdemeanor and felony charges

HEAT 2, with assistance from HEAT 1, HEAT 3, HEAT 4, Major Crimes Unit, Interdiction and the Selective Enforcement Team (SET) conducted a citywide Buy-Bust Operation. Fourteen individuals were arrested and charged with various drug-related offenses.

A prostitution sting conducted by HEAT 3 and Selective Enforcement Team officers targeted escorts and their patrons utilizing online solicitations. In a five-hour span 10 people were arrested on various misdemeanor and felony charges.

A three-month undercover Buy-Walk Operation conducted by HEAT 4



helped officers to identify street level drug dealers and to learn new methods of street sales. The operation concluded with the arrest of five offenders who were charged with various drug violations.



The Bike Unit was expanded in 2008.

| 2008 HEAT Stats | |
|----------------------|-----------|
| Knock & Talks | 1,012 |
| Warrants Served | 716 |
| Traffic Stops | 1,262 |
| Firearms Confiscated | 96 |
| Cash Seized | \$102,797 |
| Drugs Seized | \$136,195 |

ABOVE & BEYOND:

Operation Bull's Eye, a multi-year initiative to reduce crime in a targeted hot spot area, used \$272,000 in overtime funds in its first year to provide increased directed patrols, license checks and covert and overt operations.



UPS AND DOWNS

Significant increases in community outreach, unusual spikes in certain crimes, and critical arrests in high profile cases distinguished 2008 as a year parallel to no other.

A sharp spike in robberies at the beginning of 2008 (118) was almost double the monthly five-year average of 69. The number of robberies dropped off significantly in the following months when DPD investigators made several other arrests that cleared robberies committed. Two suspects were arrested in January and charged with more than a dozen robberies and shootings. During 2008, investigators identified 32 people involved in a number of robberies during the year.



Project Safe Neighborhoods staff prepare for community outreach event.

The first year of Operation Bull's Eye, which targeted a two-square mile area in East Durham, ended during the third quarter of 2008. This intense focus had a positive impact on crime in the target area. First year Bull's Eye highlights include:

- 29.3% decrease in violent gun crimes in the target area, compared to a 6.7% decrease citywide
- 28.3% decrease in overall violent crime in the target area, compared to a 1.6% decrease citywide
- 8.5% decrease in non-officer-initiated drug calls in area
- 42.3% decrease in non-officer-initiated prostitution calls in area

Project Safe Neighborhoods (PSN) achieved a 300% increase in community outreach in 2008. PSN staff participated in 82 community outreach activities. This included events such as block and neighborhood parties, National Night Out activities, youth programs, employee wellness fairs and church programs. Staff also created a new section of PSN information on the department's website – www.durhampolice.com/psn. Highlights include a monthly newsletter about gun laws, gun violence prevention and PSN activities

and initiatives; gun crime arrests; police calls involving firearms; and firearm seizures. PSN held 19 Community Responses to Violent Acts in 2008.

During 2008, DPD, like many other law enforcement agencies in the state and across the nation, experienced an increase in precious metal thefts which affected larceny and burglary statistics. Air conditioning units were often targeted by thieves who tore them apart, and in a number of incidents took the entire unit, to get copper. Thieves targeted vacant homes, homes and facilities under construction, churches and newly renovated buildings. Abandoned motor vehicles were also stolen and subsequently crushed for scrap metal. Even storm grates, beer kegs and manhole covers were among metal thefts.

DPD addressed this issue by meeting with scrap metal businesses in Durham and enlisting their cooperation. Two investigators focused on these crimes and district investigators shared information about repeat offenders. The number of such crimes started to decrease late in the year as the price of metals dropped considerably. Police made numerous arrests, including many repeat offenders.

On the Record

Good police work performed by Durham officers is literally and figuratively backed up by the outstanding work of the department's Records Unit – the custodian for all agency reports and records. The unit's Data Quality section is the primary entry point for all reports submitted by officers and investigators. This unit handles the data flow and data entry aspects of DPD's automated records systems. Responsibilities include the keying, coding and reviewing of reports as they relate to various police activity.

"Information entered by an officer is first approved by his or her supervisor and then released to Records staff for review," says Jeanne Fort, records unit manager. "We review every report for possible errors in crime coding, keying, etc., by the officer, make corrections as necessary, and then sign off on the report as complete."

The Records Manager, Records Supervisor and the entire Crime Analysis Staff provide additional daily and monthly audits to ensure all data is as accurate as possible. In addition, the Records Manager and the Records Supervisor personally review all

clearance requests for adherence to state standards before final approval of the clearance. The reporting software used by DPD also has several built-in "self" audit programs used during data entry and review.

For reporting crime statistics, DPD follows the guidelines set forth by the State Bureau of Investigation (SBI) Uniform Crime Reporting (UCR) Bureau, who, in turn, report North Carolina statistics to the Federal Bureau of Investigation (FBI).

DPD follows the Municipal Records Retention and Disposition Schedule issued by the North Carolina Department of Cultural Resources, Division of Archives and History Archives and Records Section, Records Services Branch.

"The amount of time a report is kept on file varies with the type of report," says Fort. "However, the most common are felonies which are kept for 20 years, misdemeanors for five years and accident reports for three years." Fort adds, "Keep in mind that the schedule applies to paper reports only and that computer records are rarely deleted for retention reasons."

Arrest reports are hand-keyed into the database by the Records staff on a daily basis from paper reports submitted by officers. All attachments (victim statements, DWI paperwork, etc.) are filed by the unit. DPD anticipates implementing scanning technology in 2009 to alleviate most paper filing.

Records staff review data to help ensure accuracy.



Officer enters data on Mobile Data Computer.

In addition to Data Quality, the Records Unit consists of three additional function areas. Records Support handles requests from walk-in citizens, sworn personnel and outside law enforcement agencies. The section also handles telephone, fax and mail requests and is responsible for the filing and retention of police reports. The Telephone Response Unit (TRU) handles non-emergency calls for police services, either by telephone or in person, that do not require the dispatch of a patrol unit. DCI/ Warrant Control (WC) provides information requested by officers regarding vehicle registration, driver's license information, driver histories, wanted person information, warrants and other information from local, state, and federal criminal justice databases. WC also provides information from other state and federal agencies through the State Bureau of Investigation's Division of Criminal Information (DCI) network.

In 2008, the Record Units reviewed 26,660 police reports; handled 16,450 warrants (returned to Clerk of Court, recalled, etc.); entered 12,034 arrest reports (including juveniles); and completed 1,052 TRU reports.



ABOVE & BEYOND:

In 2008, the Durham Police Department was above the FBI national average clearance rates for similar sized cities in all seven Part 1 crime categories.

SURGING AHEAD

New technology and grants gained in 2008, as well as asset forfeiture funds, stepped up Durham Police Department's ability to protect citizens and officers, abate crime and engage citizens.

PC Patrol Car is a robotic tool used by the Crime Prevention Unit to teach safety to audiences of all ages,



PC the Patrol Car made its public debut at a March 22, 2008 Public Safety Day event.

especially children. The miniature sedan-like vehicle comes to life as his eyes light up and his wheels roll to scout out those eager to learn about safety. Through interactive conversation, lively music and a fully functioning siren, PC the Patrol Car can be programmed to teach a

variety of safety and crime prevention lessons. Funds available through a Justice Assistance Grant (JAG) paid for the \$10,000 state-of-the-art technology.

A new \$300,000 Mobile Command Center provides police staff functional work space and access to technology on the scene of a long-lasting emergency incident and also at community events. Purchased using asset forfeiture funds, DPD's Mobile Command Center is equipped with full motion video capability and full radio, a conference area, computer workstations as well as a mini kitchen and bathroom.

Asset forfeiture funds also purchased OSHA-approved respiratory masks for all patrol officers as well as OSHA-approved raincoats and traffic vests.

A new local automated fingerprint/palmprint identification system (AFPIIS), which has more than 20,000 persons in its database, was installed and put to use by the Forensic Services Unit (FSU). A new state AFPIIS system was also installed and has allowed for faster and better results in latent comparisons.

The Forensic Services Unit received a Department of Justice Forensic Enhancement Grant of more than



DPD's new Mobile Command was dedicated August 4, 2008 as part of DPD's National Night Out kickoff.

\$350,000 at the end of 2008. This grant provides funds for a full-time firearms analyst who processes firearms to expedite test results and to help link firearms to suspects, victims and crime scenes. The grant will also provide funds for enhanced forensic training, updated equipment, a forensic computer system and a lab management system for increased efficiency.

FSU filled more positions in 2008, which enabled the unit to manage an increased workload and provide 24-hour coverage. In 2008, FSU answered 4,438 calls for service (51 calls were for other agencies); handled 400 court and CID requests and 88 video analysis requests; processed 443 firearms for evidence; spent 1,876 hours in training; and made 49 presentations to community groups, department personnel and other agencies.

Probing Matters

Increased safety for citizens and officers was the underlying factor behind DPD's phasing of TASERs into its use-of-force continuum. Several years of exhaustive research and collaborative discussions by DPD administrators and vendors, along with community input, culminated in actual in-field use of the electronic control devices beginning in May 2008. By the end of 2008, 105 officers had been trained and equipped with TASERs.

In at least three incidents, Durham police officers credit TASERs with saving lives. A suicidal female, who stabbed herself in the abdomen in front of an officer, was disarmed with a TASER and transported for medical attention. In another incident,



Durham officers are TASERed as part of training.

a female wielding a knife in each hand and charging at another person in a parking lot, was incapacitated by a TASER causing her to drop both knives. The third case involved a mentally ill male armed with a knife who was threatening to harm himself and harm officers. Officers were able

to use a TASER to disarm him. "Within the first six to seven months of DPD's TASER deployment, monthly use-of-force reports dropped by almost half for less lethal force incidents (which does not include firearms or canine incidents) from 9.75 to 5.25 per month," says Lt. John Shelton who manages the TASER implementation process.

In addition, officer and employee injuries and compensation claims have dropped significantly since TASER deployment. A review of data for fiscal years 2006 through 2008 shows DPD averaged 129 employee injuries per year with an average of \$595,807 in workman's compensation claims. Compare that data to current fiscal year-to-date statistics (July 2008 to March 2009) that document only 55 injury claims totaling \$122,811. That's a 57 percent decrease in the number of injury incidents, and potentially a savings of approximately \$470,000 in claims since TASER deployment.

As standard protocol, DPD's Professional Standards Division reviews all use-of-force cases. Therefore, actual use of a TASER by a Durham officer on a subject is evaluated in the same way as a use of firearm, for example. However, TASERs have the benefit of audio and video recording to capture the suspect's behavior and to document the officer's verbal commands.

DPD follows the prescribed training curriculum that TASER Incorporated dictates. In addition to the mandatory



Community awareness forum on Taser implementation

six hours of user training, the Durham Police Department includes an hour on preventing in-custody deaths as well as an additional hour on the department's Use-of-Force Policy and reporting requirements. Officers are required to attend recertification annually.

As part of TASER training, officers are required to get TASERed themselves. Experiencing first-hand the effect of TASERs gives officers personal understanding of its effects that should translate to greater accountability for when it is used. "Additionally, it demonstrates the safety of the device and gives officers the confidence to use the TASER without fear of injury to either themselves or to the suspect," adds Lt. Shelton.

Full deployment of TASERs to every officer will occur over multiple fiscal years as DPD administrators are mindful of the City's budgetary limitations and the department's training capacity.

ABOVE & BEYOND:

The Planning Unit terminated ten leases and developed 50,000 square feet of new, improved facility space in 2008. It will eventually facilitate the relocation of 350 police department employees into their new spaces.

EXPANSIONS

DPD completed big renovations and made several major moves during 2008 to improve the department's facilities.

A significant undertaking was a \$4 million deferred maintenance project at Headquarters which brought the building into compliance with the Americans with Disabilities Act. The improvements also added a much-needed records mass storage room and replaced obsolete HVAC systems.

An already planned renovation of headquarters' employee break area was expanded into a 1,000 square foot multi-purpose room that will facilitate multimedia presentations, computer training, assemblies, press conferences and monthly Compstat meetings. The 2005 general obligation bond funded the electrical and data infrastructure of the space. Asset forfeiture funds will complete the room with enhanced lighting, sound reinforcement, multimedia projection and document imaging.

In March 2008, DPD initiated an emergency evacuation of the District 1 Substation, a leased building, due to mold and ventilation issues. Employees were relocated to headquarters as DPD planning staff



worked over the next year to identify and renovate a suitable location in District 1. The transitions did not affect beat integrity or police response.

Planning staff requested approval of a new lease for the District 3 substation in a building at #8 Consultant Place (at the intersection of Shannon Road and Martin Luther King Boulevard). In addition, the renovation of a City-owned building at 516 Rigsbee Avenue to house the Central District substation and the Forensic Services Unit neared completion by the end of the year.

DPD also reduced the number of leased facilities by getting rid of eight poorly-equipped satellite locations.

As DPD projects spending \$14 million on leases in the next 20 years in expanded space, administrators are outlining a long-term facilities plan to adequately address growth issues. Police Headquarters is above capacity as there has been a 70 percent increase in police employees and a 57 percent increase in the city's population since headquarters moved to its current location in the early 1990s. DPD's long-range facilities proposal recommends the building of two Neighborhood Policing

Centers (one north and one south). Beat and district boundaries would be maintained. However, the two policing centers would allow for more flexible and efficient use of staffing and shared resources than the current district substation system.

Room to Grow

In 2008, the relocation of the District 2 Substation, which serves northern Durham, signified growth on various levels. The new location at 5285 North Roxboro Road is a leased, free-standing building with generous parking at the corner of Roxboro and Latta Roads (neighboring the Eno Square Shopping Center).

For DPD employees and staff assigned to District 2, the new substation is twice as large as the former site at Northgate Mall. The 6,500 square foot building houses District 2 administrative offices, District 2 Investigations, the district's HEAT squad and the office of the Citizen Observer Patrol (COP). It also



The new District 2 substation is located 5285 North Roxboro Road.

has several interview rooms and additional areas for meetings and conferences.

“Also of significance, is the fact that the new District 2 substation is more centrally located to the projected urban growth limits than the former site,” says DPD Senior Planner Lew Wardell. “Over the past decade, the northern part of District 2 has become home to several new, large subdivisions and popular retail centers.”

To commemorate the new location, DPD administrators and District 2 staff hosted an open house event on Saturday, October 25, 2008. The event was well-attended by elected officials, the district's Partners

Against Crime (PAC) members and other residents, neighboring businesses, faith leaders and COP volunteers.

DPD retained its office space at Northgate Mall (the offices of the former District 2 substation). The space is now occupied by specialized DPD units who gained more room to spread out.

About 100 participants attended District 2's open house event.



Citizen Observer Patrol member speaks with district investigator.



ABOVE & BEYOND:

In 2008 female officers comprised 14.6 percent of DPD's sworn personnel exceeding the national average of 12.7 percent.

HIGH ACHIEVERS

In 2008, the Durham Police Department, sworn and civilian employees, and neighborhoods earned accolades for outstanding achievements in law enforcement, citizen engagement and professional fields in the local, state and international arenas.

Cpl. Dante Ferrell received the Durham Civitan Club's Louis J. Carver Outstanding Service Award after he spotted and followed a suspect vehicle allegedly connected to numerous armed robberies. This led to the arrest of two men who are suspects in dozens of armed robberies in Durham. One of the offenders was found to be a suspect in the high-profile robbery-related homicide of a local graduate student.

DPD was cited by the International Association of Chiefs of Police (IACP) for excellence in providing innovative approaches to meet the needs of crime victims within the Durham community. The department was formally honored during IACP's annual conference in San Diego.

For the third consecutive year, DPD earned recognition from the National Association of Town Watch for its National Night Out (NNO) events held in August. In 2008, DPD ranked 10th nationally among similar-sized cities competing for NNO awards. Two Durham communities - Azalea Park Apartments and Audubon Park Homeowners Association were named National Night Out All Stars. NNO All-Stars are individuals, organizations or programs honored for outstanding participation, leadership and/or assistance during the NNO

campaign, as well as exceptional or innovative accomplishments which might not fit into other award categories.

The Public Information/Public Relations Unit received the North Carolina Association of Government Information Officers' (NCAGIO) 2008 Excellence in Communications Award in the publications category for its 2007 Annual Report "Service and Sacrifice."

Lt. Kevin Cates demonstrated exceptional skill in the use of duty firearms and equipment in national police shooting competitions. He won first place in the patrol division at Tactical Police Competitions in Fairfax, Virginia, Albuquerque, New Mexico and Stockton, Missouri.

District 4 Investigator Jason Smith was a finalist in the American Society for Industrial Security (ASIS) Law Enforcement Legion of Excellence Awards. He was nominated for his work on a complicated case solving several armed robberies.

For the second consecutive year, Investigators Kyle York and Charles Davidson were honored for their work with the Drug Enforcement Agency (DEA) federal task force. They are recipients of the Federal Law Enforcement Officers Association



The entire community was the winner of a 2008 charity basketball game between the City of Durham Police and Fire Departments that raised more than \$800 for the Durham Crisis Response Center. DPD brought home the game trophy with a score of 73 to 43.

Group Achievement Award. Their contributions to a major multi-jurisdictional operation helped to successfully target a Vietnamese drug trafficking organization operating in the United States and Canada. The operation culminated with the arrest of eight people and the seizure of cash exceeding \$1 million.

A Career that Matters

The Recruiting Unit of the Personnel Services Division works hard to establish the Durham Police Department as an employer of choice and to attract the best applicants for DPD's Basic Law Enforcement Training Academy (BLET). While DPD's exemplary police training and great benefits attract many prospective recruits, in 2008, the Recruiting Unit also targeted passive applicants, particularly Generation Y or Millennials (the fastest growing segment of today's workforce according to various demographic reports). The Recruiting Unit successfully implemented promotional strategies that appeal to this service-minded, tech-savvy, family-oriented demographic born in the mid-80's and later.

"Fall and winter 2008 campaigns yielded more than twice the number of police recruit applications than in recent years," says Kathy Koechling, police personnel manager. "There were instances of over 100 contacts per day from interested applicants. The increase is attributed to new and innovative ideas to reach out to potential recruits."

Using the slogan, "Choose A Career That Matters," staff developed print, radio, TV and online advertisements for traditional and new outlets in the region and across the nation. Examples include ads promoting DPD on the Durham Bulls Athletic Park jumbotron and in playbill advertisements; recruiting promotions on church hand fans; and a DPD booth at the Diversity Military World Heritage Expo. Recruiting commercials were broadcast on country, rock and urban radio stations with positive results. Advertisements were placed on 20 career websites and movie screens. Recruiters attended numerous community events including North Carolina Pride Parade, Bimbé Festival, Centerfest, North Carolina State Fair, National Night Out and numerous crime prevention fairs. Recruiting information was sent to all district PAC groups, churches in the Raleigh-Durham area and all colleges in North Carolina, South Carolina and Virginia. Touting Durham's many accolades and Spanish advertisements were also effective.

The Recruiting Unit more than doubled in size during 2008 (totaling 11) with the re-assigning of one corporal and four background investigators to the unit. This staffing reallocation helped to streamline and speed up the hiring process.

The unit hired a total of 38 recruits effectively fortifying DPD's sworn ranks. The unit is responsible for holding open house events for interested applicants; conducting



The Durham chapter of National Alliance of Mental Illness (NAMI) honored Officer Mark Morais and Investigator Tad Ochman for their work with the Crisis Intervention Training (CIT) program.

preliminary interviews; administering physical agility and written tests to qualified candidates; conducting extensive background investigations; and coordinating oral review boards. Conditional offers of employment are made in the final hiring stage after final candidates successfully pass medical and psychological tests, drug screening and a polygraph examination.

In addition to recruiting and hiring activities, Personnel Services worked with the City's Human Resources Department and police employees to complete a pay study on all department reclassifications and teamed with officers to submit recommendations to resolve police pay issues.

Personnel Services also coordinated with the Training Unit, Durham Technical Community College and Human Resources to design a two week supervisor training course for new supervisors (sworn and civilian) and field training officers.

Durham Police Department 2008 Crime Statistics

Overall, violent crime was up 4 percent in 2008. It was driven by an increase in robberies (up 11 percent in 2008). A sharp spike in January, 118 robberies, was almost double the five-year monthly average of 69 incidents. Homicides and aggravated assaults were slightly down. Reported rapes were at a four-year low.

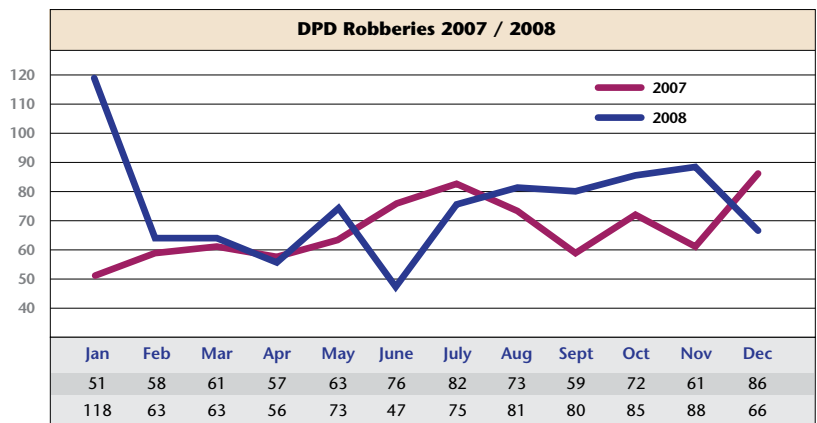
Property crime was up 1 percent in 2008. It was driven by an overall increase in larcenies and a 4th quarter increase in burglaries. An unusual trend in metal thefts affected burglary and larceny statistics. Motor vehicle thefts and burglaries were down.

In 2008, DPD was above the FBI national average clearance rate for similar-sized cities in all seven Part 1 Crimes categories.

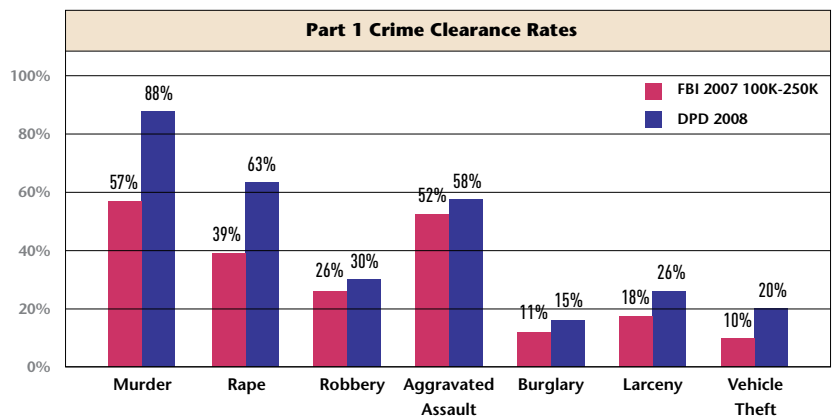


The Forensics Services Unit filled more positions in 2008 enabling the unit to provide 24-hour coverage.

| Part 1 Violent Crime | 4-Year Average | 2005 | 2006 | 2007 | 2008 | 07-08 % Change |
|-----------------------------|----------------|--------------|--------------|--------------|--------------|----------------|
| Homicide | 25 | 35 | 15 | 25 | 24 | -4% |
| Rape | 86 | 85 | 100 | 88 | 71 | -19% |
| Robbery | 823 | 627 | 975 | 800 | 889 | 11% |
| Aggravated Assault | 809 | 726 | 857 | 828 | 826 | <1% |
| Violent Crime | 1,743 | 1,473 | 1,947 | 1,741 | 1,810 | 4% |



| Part 1 Property Crimes | 4-Year Average | 2005 | 2006 | 2007 | 2008 | 07-08 % Change |
|-------------------------------|----------------|---------------|---------------|---------------|---------------|----------------|
| Burglary | 3,343 | 3,157 | 3,084 | 3,625 | 3,503 | -3% |
| Larceny | 7,510 | 7,944 | 7,475 | 7,130 | 7,494 | 5% |
| Vehicle Theft | 981 | 936 | 1,118 | 988 | 878 | -11% |
| Property Crime | 11,834 | 12,037 | 11,677 | 11,743 | 11,875 | 1% |



Directory

For life threatening and in-progress emergencies, call 911

All numbers are in the 919 area code.

To report **non-emergency incidents** (barking dogs, loud music, past crimes,) call **560-4600**.

Website: www.durhampolice.com



2008 National Night Out event in the Central District

| | | |
|------------------|---|-------------------------|
| Headquarters | 505 W. Chapel Hill Street | 560-4427 (Desk Officer) |
| District 1 | 921 Holloway Street (across from Long Meadow Park) | 560-4281 |
| District 2 | 5285 N. Roxboro Road (lot of Eno Square Shopping Ctr.) | 560-4582 |
| District 3 | #8 Consultant Place (near Wynnsong Movie Plaza) | 560-4583 |
| District 4 | 3022 B Fayetteville Street (Eagle Village Service Center) | 560-4415 |
| Central District | 516 Rigsbee Avenue | 560-4935 |

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|----------------------------------|----------|-------------------------------|----------|
| Accreditation | 560-4581 | Professional Standards | 560-4430 |
| Chief of Police | 560-4322 | Public Info./Public Relations | 560-4322 |
| Community Services Division | 560-4317 | Records | 560-4423 |
| Crime Analysis | 560-4258 | Recruiting/Employee Svcs. | 560-4402 |
| Crime Prevention | 560-4404 | Special Events Application | 560-4935 |
| CrimeStoppers | 683-1200 | Special Operations Division | 560-4454 |
| Criminal Investigations Division | 560-4440 | Telephone Response Unit | 560-4528 |
| Fiscal Services | 560-4589 | Training Unit | 560-4168 |
| Information & Technology | 560-4304 | Victim Services | 560-4951 |

DPD Administration

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| Jose L. Lopez, Sr. | Chief of Police |
| Ron Hodge | Deputy Chief, Operations Support |
| B.J. Council | Deputy Chief, Operations |
| Jim Bjurstrom | Asst. Police Chief – North Operations |
| Steve Mihaich | Asst. Police Chief – Special Operations |
| Lee Russ | Asst. Police Chief – South Operations |
| Jesse Burwell | Bureau Chief – Administrative Services |

Durham City Council

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| William V. “Bill” Bell, Mayor |
| Farad Ali |
| Eugene Brown |
| Diane N. Catotti |
| Howard Clement, III |
| Cora Cole-McFadden |
| J. Michael Woodard |
| Tom Bonfield, City Manager |

Letters continued from the inside front cover.

We were extremely pleased with the response of Cpl. V. Pearsall and Ofc. K. Taylor. They listened to our concerns. We were totally convinced by the end of the meeting that they would be doing everything possible to stop this illegal activity. They were also helpful in convincing the landlord that there were things that he could do to resolve the problem.

(May 4, 2008)

The U.S. Secret Service would not be able to fulfill its dual missions, investigative and protective, without the partnership established with law enforcement agencies like the Durham Police Department. I would like to take this opportunity to express my sincere appreciation to Major S. Mihaich, Lt. R. Pendergrass, Sgt. B. Hallan and the Selective Enforcement Team for their invaluable assistance during the advance preparation and actual visits, of a multitude of Secret Service protectees, associated with the recently completed North Carolina Presidential Primary. The numerous visits were a complete success due, in no small part, to the professional work ethic of these individuals, and those they command.

(May 20, 2008)

I am writing to let you know how helpful Angela Ashby with the Forensics Unit was in this case...She went above and beyond the call of duty and relieved a lot of stress from myself, as I was trying a case, and my legal assistant who was making sure we had all of our witnesses. I could not have reached a satisfactory outcome for the State of North Carolina without her assistance. This was not her case and she did not have to assist us but she did.

(May 23, 2008)

I was proud to see the picture of DPD officers in the paper this morning going above and beyond to assist in clearing the clogged drain to relieve localized flooding and restore traffic flow. Clearly these officers did not have to do this and could have just sat in their cars with lights flashing and waited for a public works of NCDOT maintenance crew to arrive.

(August 28, 2008)

I have witnessed your officers execute their duties with positive influence. I felt their genuine sincerity and concerns for the success of Operation Bulls Eye. I can attest for the officers I rode with, that they just don't come any better - Inv. T.B. McMaster, Ofc. L. D. Watkins and Inv. T Douglass.

(September 8, 2008)

When responding to a disturbance call at a local rooming house, Officers J. Sandoval, J. Muelbach and C. Brinkley brought their hearts and money together. They bought two cold homeless people a nice warm room at the Budget Inn being that the temperature was dipping below 35 degrees. I must say these three officers went way above and beyond the call of duty to help out the wonderful citizens of Durham.

(November 21, 2008)

When Ofc. D. Kuszaj reached the driver he noticed that the vehicle was on fire, and there were flames shooting out of the dash that were extremely close to the driver's face. Without hesitation, he ran to the nearest patrol car, pulled out a fire extinguisher, and extinguished the fire. The quick reaction of Ofc. Kuszaj saved the trapped female driver of this vehicle from being caught on fire, and prevented a second fatality. This was an extraordinary act of gallantry and bravery that preserved life and went far beyond the call of duty.

(December 2008)

Ofc. R. McQueen scaled a drain pipe to a second story window making a forced entry to assist a suicidal, bi-polar individual...in all likelihood saving her life.

(December 2008)



Durham Police Department
505 W. Chapel Hill Street
Durham, NC 27701
(919) 560-4427
www.durhampolice.com